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Department of Defense

# CIVILIAN MANPOWER STATISTICS

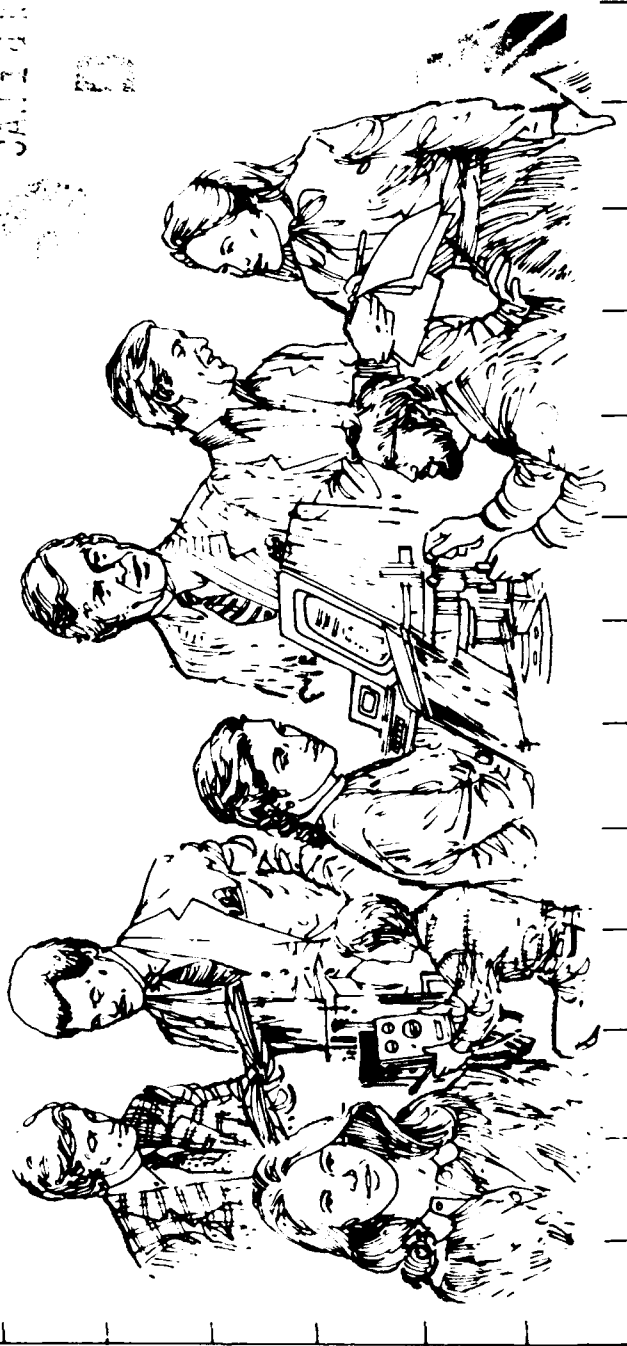
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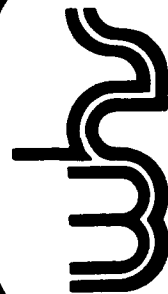
WASHINGTON HEADQUARTERS SERVICE

SEPTEMBER 30, 1991

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Department of Defense

# CIVILIAN MANPOWER STATISTICS

September 30, 1991



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## FOREWORD

*Civilian Manpower Statistics (CMS)* is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD) with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

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**TABLE 1**

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - September 30, 1991**

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,044,300	366,948	329,592	233,491	114,269
DIRECT HIRE	974,169	318,543	319,421	223,319	112,886
INDIRECT HIRE	70,131	48,405	10,171	10,172	1,383
TOTAL EMPLOYMENT	1,052,769	370,582	331,977	235,172	115,038
DIRECT HIRE	982,638	322,177	321,806	225,000	113,655
INDIRECT HIRE	70,131	48,405	10,171	10,172	1,383
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	28,252	28,251	0	1	0
TOTAL EMPLOYMENT	30,078	30,077	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,072,552	395,199	329,592	233,492	114,269
DIRECT HIRE	1,002,421	346,794	319,421	223,320	112,886
INDIRECT HIRE	70,131	48,405	10,171	10,172	1,383
TOTAL EMPLOYMENT	1,082,847	400,659	331,977	235,173	115,038
DIRECT HIRE	1,012,716	352,254	321,806	225,001	113,655
INDIRECT HIRE	70,131	48,405	10,171	10,172	1,383

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS					LAST 3 MONTHS		
	30 SEP 87	30 SEP 88	30 SEP 89	30 SEP 90	31 JUL 91	31 AUG 91	30 SEP 91	
MILITARY FUNCTIONS								
DIRECT HIRE a/	1,134,145	1,090,479	1,117,449	1,073,227	1,048,155	1,047,324	1,044,300	
INDIRECT HIRE b/	1,049,337	1,010,306	1,037,632	997,197	977,618	977,103	974,169	
ARMY	84,808	80,173	79,817	76,030	70,537	70,221	70,131	
DIRECT HIRE	420,145	394,842	405,008	382,058	379,938	375,713	366,948	
INDIRECT HIRE	359,966	338,525	349,171	328,688	331,443	327,299	318,543	
NAVY	60,179	56,317	55,837	53,370	48,495	48,414	48,405	
DIRECT HIRE	354,162	348,570	354,942	342,101	331,479	329,665	329,592	
INDIRECT HIRE	343,672	338,369	344,436	331,982	321,288	319,531	319,421	
AIR FORCE	10,490	10,201	10,506	10,119	10,191	10,134	10,171	
DIRECT HIRE	265,326	254,070	261,571	249,862	236,651	234,353	233,491	
INDIRECT HIRE	252,767	242,029	249,662	238,831	226,207	224,109	223,319	
OTHER DoD ORGANIZATIONS c/	12,559	12,041	11,909	11,031	10,444	10,244	10,172	
DIRECT HIRE	94,512	92,997	95,928	99,206	100,087	107,593	114,269	
INDIRECT HIRE	92,932	91,383	94,363	97,696	98,680	106,164	112,886	
	1,580	1,614	1,565	1,510	1,407	1,429	1,383	
CIVIL FUNCTIONS a/								
(ALL DIRECT HIRE)	29,753	30,446	29,248	27,258	29,356	29,614	28,252	
ARMY	29,751	30,444	29,246	27,257	29,355	29,613	28,251	
AIR FORCE	2	2	2	1	1	1	1	
TOTAL MILITARY AND CIVIL FUNCTIONS								
DIRECT HIRE a/	1,163,898	1,120,925	1,146,697	1,100,485	1,077,511	1,076,938	1,072,552	
INDIRECT HIRE b/	1,079,090	1,040,752	1,066,880	1,024,455	1,006,974	1,006,717	1,002,421	
	84,808	80,173	79,817	76,030	70,537	70,221	70,131	

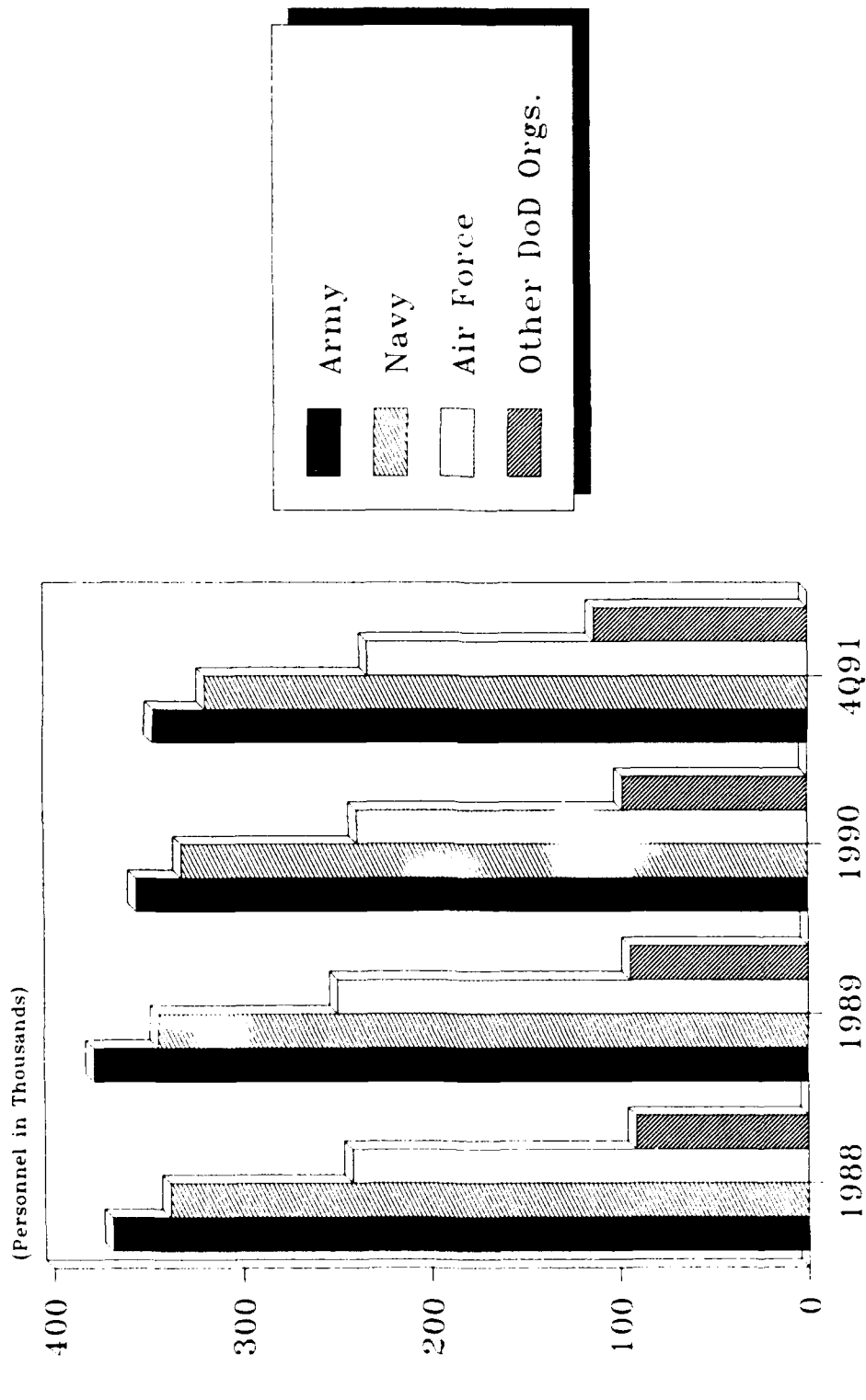
a/As reported officially to the Office of Personnel Management

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments

c/See Glossary for a list of Other DoD Organizations

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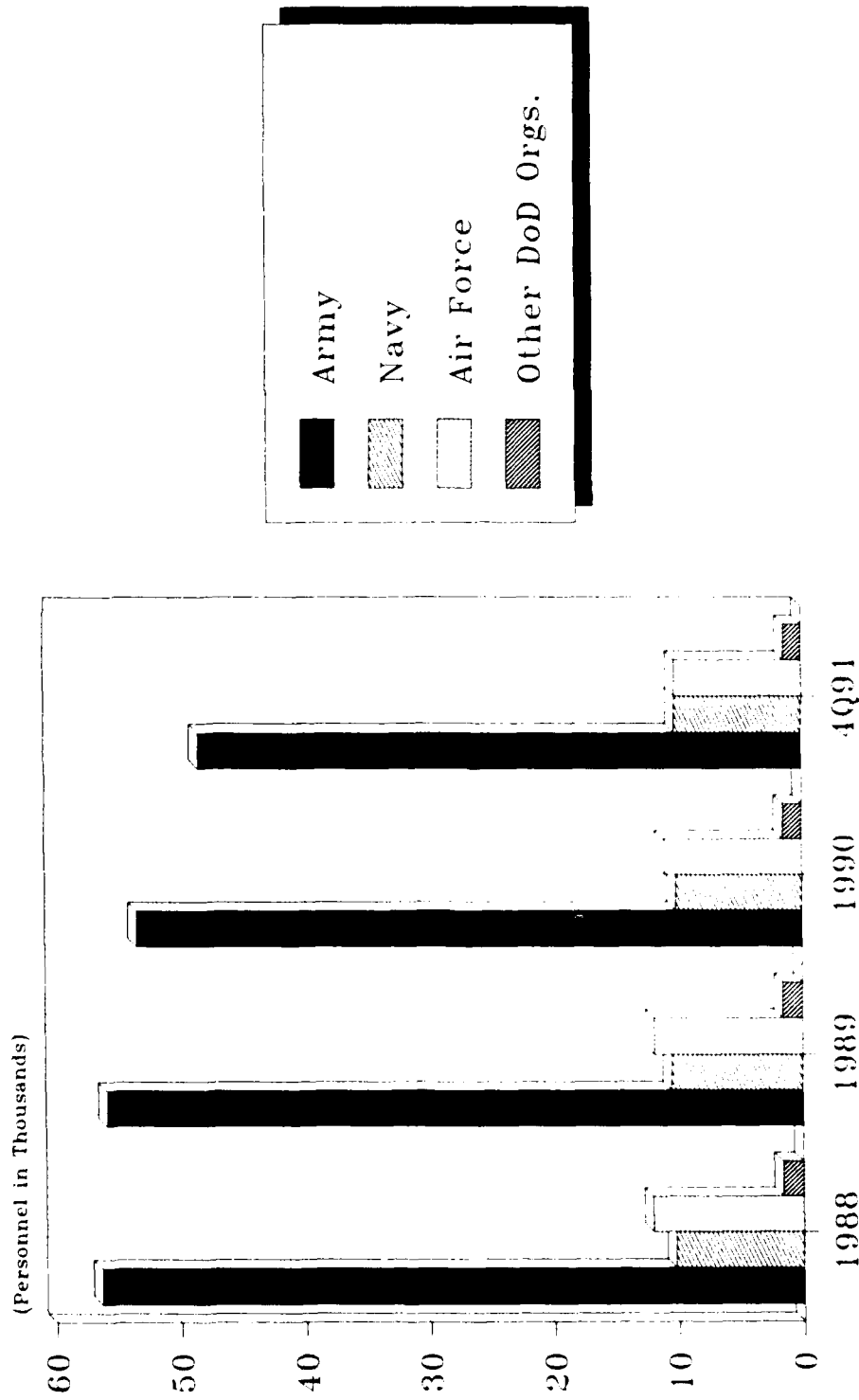
# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1 - Direct Hires

# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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FISCAL YEAR

Figure 2 - Indirect Hires

TABLE 3

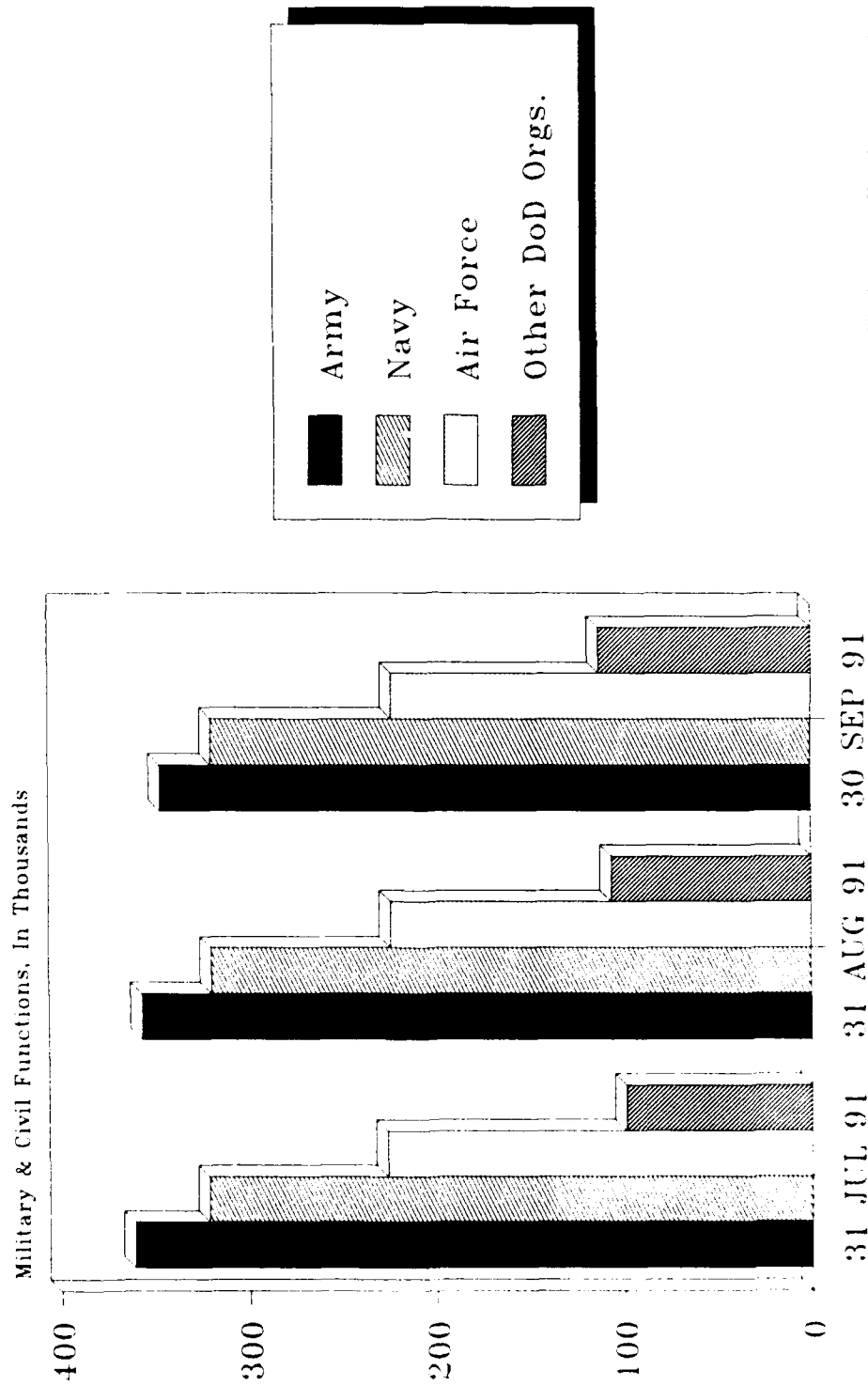
**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,  
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 91	31 AUG 91	30 SEP 91		31 JUL 91	31 AUG 91	30 SEP 91
MILITARY FUNCTIONS							
ARMY	977,618	977,103	974,169	974,619	861,828	872,146	874,661
NAVY	331,443	327,299	318,543	313,100	272,582	275,490	273,948
AIR FORCE	321,288	319,531	319,421	319,879	294,614	294,320	294,510
OSD & ORGANIZATIONS SERVICED BY OSD a/	226,207	224,109	223,319	227,647	203,396	204,450	204,409
DEFENSE CONTRACT AUDIT AGENCY	4,429	4,383	4,378	4,587	4,136	4,141	4,154
DEFENSE FINANCE AND ACCOUNTING SERVICE	6,463	6,328	6,222	6,220	6,242	6,172	6,118
DEFENSE INFORMATION SYSTEMS AGENCY	10,729	10,745	10,771	9,240	10,068	10,179	10,233
DEFENSE INVESTIGATIVE SERVICE	2,416	2,389	2,385	2,390	2,363	2,336	2,332
DEFENSE LOGISTICS AGENCY	3,824	3,799	3,775	3,620	3,735	3,708	3,682
DEFENSE MAPPING AGENCY	56,923	56,509	55,858	58,473	53,281	53,199	52,964
DEFENSE NUCLEAR AGENCY	8,083	8,038	8,048	7,903	7,862	7,847	7,860
DoD DEPENDENTS SCHOOLS	832	788	774	860	717	715	703
DoD INSPECTOR GENERAL	2,829	10,916	18,352	18,123	800	7,524	11,635
ON-SITE INSPECTION AGENCY	1,413	1,440	1,483	1,448	1,395	1,426	1,473
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	137	127	132	338	124	126	132
CIVIL FUNCTIONS							
ARMY	702	702	708	791	513	513	508
AIR FORCE	29,356	29,614	28,252	N/A	26,200	26,607	26,347
	29,355	29,613	28,251		26,199	26,606	26,346
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,006,974	1,006,717	1,002,421	N/A	888,028	898,753	901,008

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD

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# DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT



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Figure 3 - Total Employment

**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel by Component  
(Excluding the Military Departments) - September 30, 1991 a/**

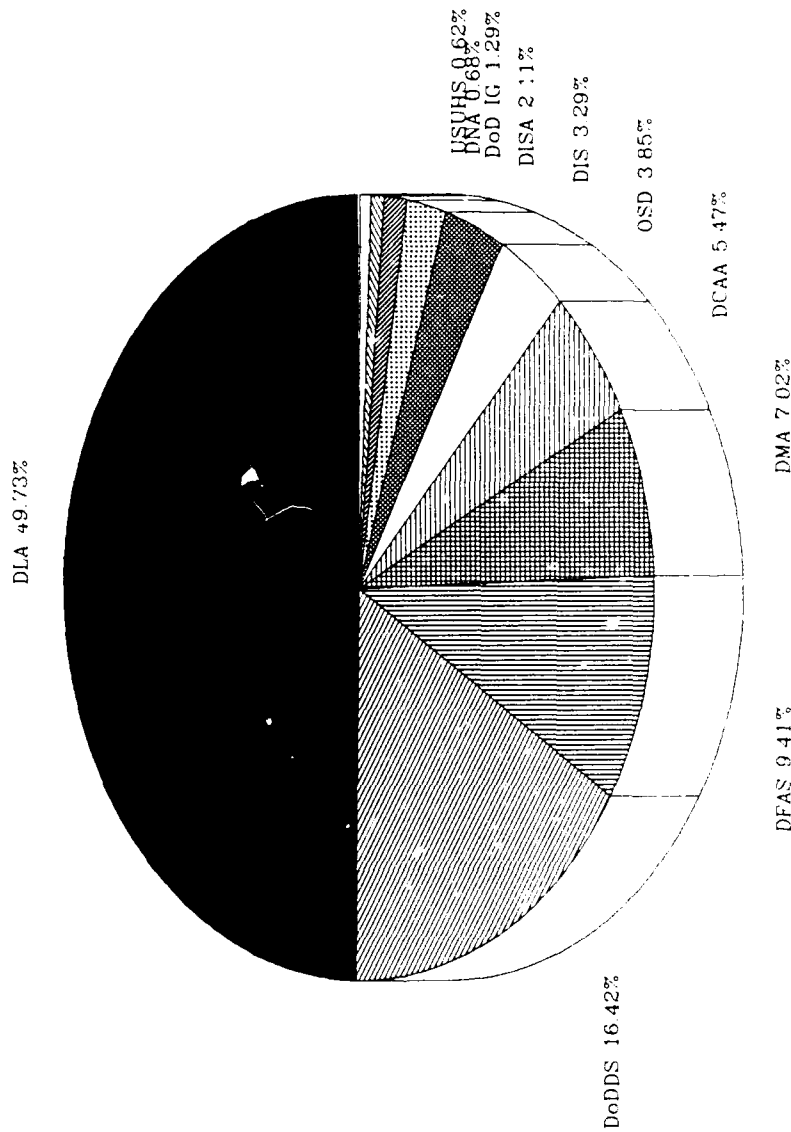
<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,433	4,417	16
DEFENSE CONTRACT AUDIT AGENCY	6,288	6,282	6
DEFENSE FINANCE AND ACCOUNTING SERVICE	10,823	10,823	0
DEFENSE INFORMATION SYSTEMS AGENCY	2,426	2,416	10
DEFENSE INVESTIGATIVE SERVICE	3,782	3,782	0
DEFENSE LOGISTICS AGENCY	57,209	56,402	807
DEFENSE MAPPING AGENCY	8,073	8,072	1
DEFENSE NUCLEAR AGENCY	786	786	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	18,894	18,352	542
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,484	1,483	1
ON-SITE INSPECTION AGENCY	132	132	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	708	708	0
<b>TOTAL</b>	<b>115,038</b>	<b>113,655</b>	<b>1,383</b>

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT BY COMPONENT SEPTEMBER 30, 1991



Excludes Military Departments

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(OSIA - .11%)  
FIGURE 4

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - September 30, 1991 a/**

<b>TYPE OF PERSONNEL</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. b/</b>
<b>TOTAL</b>	1,012,716	352,254	321,806	225,001	113,655
<b>BY STATUS</b>					
FULL-TIME	986,621	343,318	316,316	218,654	108,333
PART-TIME	21,694	8,004	5,272	4,149	4,269
INTERMITTENT	4,401	932	218	2,198	1,053
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	847,616	281,607	289,170	185,118	91,721
EXCEPTED AND SES	165,100	70,647	32,636	39,883	21,934
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	915,144	307,196	297,627	206,895	103,426
TEMPORARY/INDEFINITE	97,572	45,058	24,179	18,106	10,229
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	978,370	337,629	308,271	219,474	112,996
NON-CITIZENS	34,346	14,625	13,535	5,527	659
<b>BY LABOR CATEGORY</b>					
SALARIED	721,882	261,989	212,469	148,474	98,950
WAGE BOARD	290,834	90,265	109,337	76,527	14,705

a/Includes personnel not subject to OMB ceiling control.  
b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - September 30, 1991 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,012,716	352,254	321,806	225,001	113,655
UNITED STATES	923,333	311,303	299,930	212,830	99,270
BY LOCATION					
WASHINGTON, D.C., SMSA c/	86,894	27,120	36,544	6,320	16,910
REMAINDER OF U. S.	836,439	284,183	263,386	206,510	82,360
BY LABOR CATEGORY					
SALARIED	656,767	233,343	200,908	137,713	84,803
WAGE BOARD	266,566	77,960	99,022	75,117	14,467
BY CITIZENSHIP					
U. S. CITIZENS	922,696	310,976	299,761	212,793	99,166
NON-CITIZENS	637	327	169	37	104
U. S. TERRITORIES	7,436	1,398	4,377	835	826
BY LABOR CATEGORY					
SALARIED	4,064	962	2,045	389	668
WAGE BOARD	3,372	436	2,332	446	158
BY CITIZENSHIP					
U. S. CITIZENS	7,416	1,392	4,363	835	826
NON-CITIZENS	20	6	14	0	0
FOREIGN COUNTRIES	81,947	39,553	17,499	11,336	13,559
BY LABOR CATEGORY					
SALARIED	61,051	27,684	9,516	10,372	13,479
WAGE BOARD	20,896	11,869	7,983	964	80
BY CITIZENSHIP					
U. S. CITIZENS	48,258	25,261	4,147	5,846	13,004
NON-CITIZENS	33,689	14,292	13,352	5,490	555

a/Includes personnel not subject to OMB ceiling control  
b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia, Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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**TABLE 7**

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - September 30, 1991**

<b>COUNTRY</b>	<b>TOTAL DoD</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. a/</b>
<b>TOTAL</b>	70,131	48,405	10,171	10,172	1,383
BELGIUM	817	802	0	2	13
EGYPT	1	0	0	0	1
GERMANY	46,969	40,938	3	5,050	978
GREECE	114	2	0	105	7
GUAM	4	0	4	0	0
JAPAN	16,699	3,181	9,122	4,194	202
KOREA	2,907	2,907	0	0	0
MALAYSIA	3	0	0	0	3
NETHERLANDS	671	575	0	84	12
PHILIPPINES	6	0	6	0	0
SPAIN	1,847	0	1,036	737	74
UNITED KINGDOM	93	0	0	0	93

a/See the Glossary for a list of Other DoD Organizations.

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# GLOSSARY

**Civil Functions.** Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also include cemeterial workers (Army) and a conservation management employee (Air Force).

**Competitive Service.** All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

**Direct Hire Civilians.** Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

**DoD.** Department of Defense.

**Excepted Service.** All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

**Full-Time Employees.** Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

**Indirect Hire Civilians.** Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

**Intermittent Employees.** Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

**Military Functions.** Activities normally associated with the uniformed services.

**OMB Ceiling Employment.** Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### **OTHER DOD ORGANIZATIONS**

Office of the Secretary of Defense (OSD)\*

Joint Chiefs of Staff (JCS)\*

Inspector General of the Department of Defense

#### **Department of Defense Agencies:**

Defense Advanced Research Projects Agency (DARPA)\*

Defense Commissary Agency (DeCA)

Defense Contract Audit Agency (DCAA)

Defense Finance and Accounting Service (DFAS)

Defense Information Services Agency (DISA)

Defense Investigative Service (DIS)

Defense Legal Services Agency (DLSA)\*

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

Defense Security Assistance Agency (DSAA)\*

Defense Support Activity (DSA)\*\*

On-Site Inspection Agency (OSIA)

Strategic Defense Initiative Organization (SDIO)\*

**NOTE:** \*Organizations serviced by OSD.

\*\*Organization serviced by DLA.

**Department of Defense Field Activities:**

American Forces Information Service (AFIS)\*  
Defense Medical Support Activity (DMSA)\*  
Defense Technology Security Administration (DTSA)\*  
Department of Defense Dependents Schools (DODDS)  
Office of Civilian Health and Medical Program\*  
for the Uniformed Services (OCHAMPUS)  
Office of Economic Adjustment (OEA)\*  
Washington Headquarters Services (WHS)\*

U.S. Court of Military Appeals\*

Uniformed Services University of the Health Sciences(USUHS)

**Part-Time Employees.** Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

**Permanent Appointments.** Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.
3. **SENIOR EXECUTIVE SERVICE (SES)** - All SES employees except those serving under "limited term" and "limited emergency" appointments.

**Salaried Employees.** Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

**NOTE:** \*Organizations serviced by OSD

**Senior Executive Service (SES).** Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

**Total Paid Civilian Employment.** Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

**Wage System Employees.** Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)